Human Resources and Social Development Canada
Ressources humaines et Développement social Canada

*Fair, safe and productive workplaces*

Labour Program

# Workplace Bulletin

November 14, 2008

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The *Workplace Bulletin,* issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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## Wage Settlements

### Covering 500 or More Employees

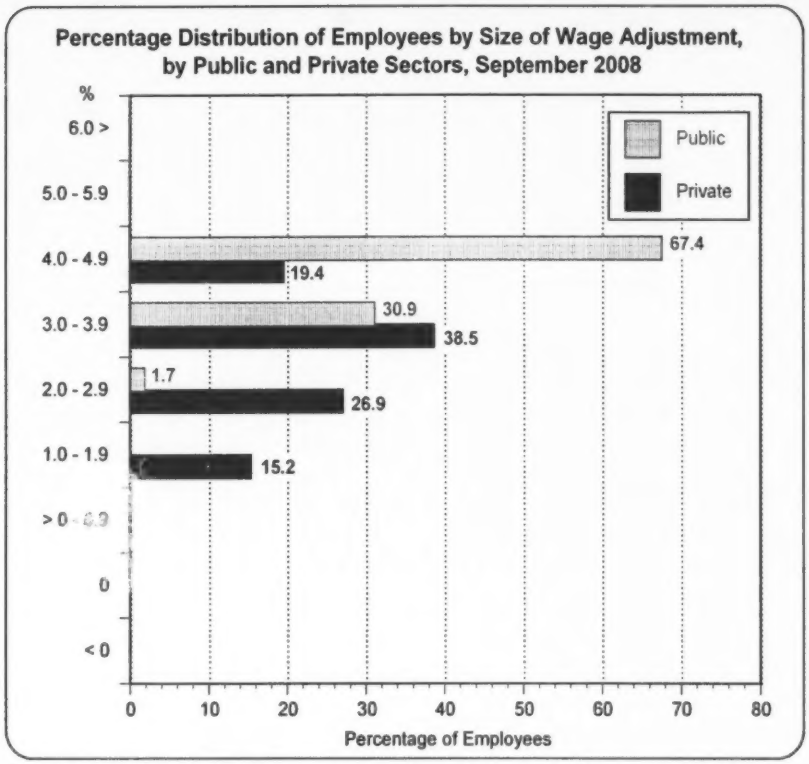
### September 2008

Major collective bargaining settlements reached in September 2008 provided base-rate wage adjustments averaging 4.0% annually over the contract term. The results for September are based on a review of 25 settlements and cover 37,300 employees.

When the parties to these settlements previously negotiated, contract durations averaged 20.0 months and the resulting wage adjustments averaged 3.0%, compared to the 4.0% in their current round of settlements and average contract durations of 24.0 months.

The vast majority of agreements (84%) in September 2008 were in the public sector. Wage adjustments in the public sector averaged 4.1% for 33,950 employees in 21 agreements. Private-sector wage adjustments averaged 3.3% for 3,350 employees in 4 settlements. Upward pressure on the public-sector figure originated in large part from the Alberta education sector, where wage adjustments averaged 4.5%; excluding the Alberta education agreements, the public sector averaged 3.1% down from 4.1%.

Canada




On a jurisdiction basis, wage adjustments in September ranged from a low of 2.6% in British Columbia, to a high of 4.5% in Alberta. The largest concentration of agreements (52%) and employees (61.4%) was in Alberta, where wage adjustments averaged 4.5% (all were education-sector settlements). The second largest concentration of agreements (28%) and employees (28.1%) was in Ontario, where wage adjustments averaged 3.1%. In the federal jurisdiction, wage adjustments averaged 3.3% (Saskatchewan Wheat Pool at 4.6% and TELUS Communications in Quebec at 1.6%).

On an industry basis, wage adjustments in September ranged from a low of 1.6% in the information and culture sector to a high of 4.6% in the transportation sector. The second largest average adjustment was in the education, health, and social services sector, at 4.1%. The second smallest average adjustment was in the trade sector, at 2.6%. The largest concentration of employees (83.9%) was in the education, health, and social services sector with a wage adjustment averaging 4.1% (as mentioned above).

In the September settlements, approximately 5.3% of employees received a wage adjustment less than 3.0%; 31.6% of employees received increases in the 3.0 to 3.9% range; the majority of employees (63.1%) received increases in the 4.0 to 4.9% range, which included 13 Alberta education settlements at 4.5% and the Saskatchewan Wheat Pool at 4.6%.

In the following tables, COLA is the abbreviation for Cost-of-Living Allowance.

## Average Annual Percentage Wage Adjustments by Month

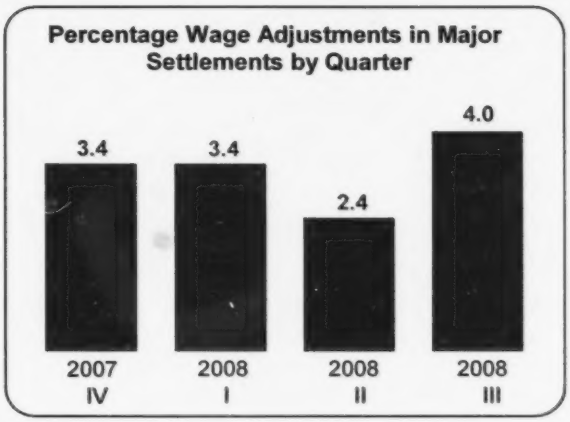
| | 2008 | | |
|---|---|---|---|
| | **July** | **August** | **September** |
| **Sectors** | | | |
| Public Sector | 3.7 | 5.2 | 4.1 |
| Private Sector | 2.8 | 2.7 | 3.3 |

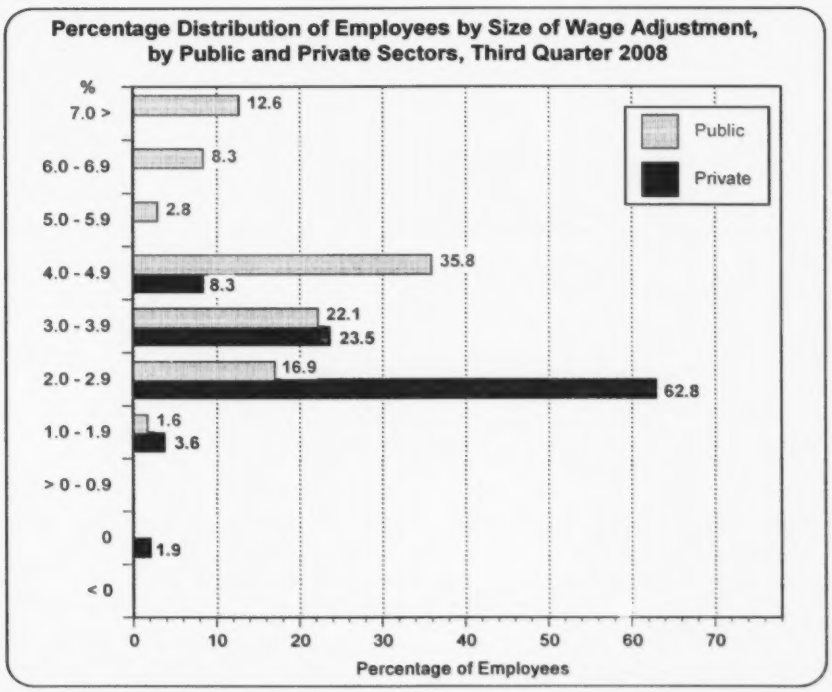
| | 2008 | | |
|---|---|---|---|
| | July | August | September |
| **All Industries/Jurisdictions** | | | |
| Average Annual Adjustment | 3.3 | 4.6 | 4.0 |
| Non-COLA | 3.3 | 4.6 | 4.0 |
| COLA | 4.4 | 0.0 | 3.8 |
| | | | |
| First-Year Adjustment | 4.4 | 7.0 | 4.1 |
| Non-COLA | 4.4 | 7.1 | 4.1 |
| COLA | 4.9 | 0.0 | 3.7 |
| **Industries** | | | |
| Utilities | - | 3.5 | - |
| Manufacturing | 3.2 | 1.4 | 3.8 |
| Wholesale and Retail Trade | 2.5 | 2.6 | 2.6 |
| Transportation | - | 2.4 | 4.6 |
| Information and Culture | - | - | 1.6 |
| Education, Health, and Social Services | 3.9 | 5.4 | 4.1 |
| Entertainment and Hospitality | 2.0 | 2.5 | - |
| Public Administration | 2.9 | - | 3.3 |
| **Jurisdictions** | | | |
| Prince Edward Island | 3.0 | - | - |
| New Brunswick | 2.5 | - | - |
| Quebec | 2.9 | 2.4 | - |
| Ontario | 2.7 | 2.5 | 3.1 |
| Manitoba | 4.4 | 2.7 | 3.5 |
| Saskatchewan | 6.2 | - | - |
| Alberta | - | 5.9 | 4.5 |
| British Columbia | 2.6 | 2.6 | 2.6 |
| Federal Jurisdiction | - | - | 3.3 |

## Third Quarter 2008

Major collective bargaining settlements reached in the third quarter 2008 provided base-rate wage adjustments averaging 4.0% annually over the contract term. The results for the third quarter are based on a review of 65 settlements and cover 139,640 employees.

When the parties to these third quarter settlements previously negotiated, the resulting wage adjustments averaged 2.7%, lower than in their current settlements. Contract durations in the third quarter 2008 averaged 41.5 months, compared to 37.2 months in the previous round of settlements.




Third-quarter wage adjustments in the public sector averaged 4.4% for 103,110 employees in 47 agreements; private-sector wage adjustments averaged 2.8% for 36,530 employees in 18 agreements. The higher average wage adjustment in the public sector was due in part to 2 health-sector agreements in Alberta: the Health Boards of Alberta with wage increases of 7.3 and 4.8%, and the Saskatchewan Association of Health Organizations with a wage increase of 6.2%. All three of these settlements include a substantive wage market adjustment. There were also numerous education-sector agreements in Alberta with wage gains averaging 4.5 to 5.0%. In the private sector, the relatively lower wage adjustment figure was due in part to 3 retail-sector agreements in British Columbia: Canada Safeway and 2 Overwaitea Food Group agreements, all at 2.6%. Employees at Johnson Controls LP in Ontario were subject to a wage freeze. Excluding the Alberta and Saskatchewan agreements, the public sector averaged 2.8% and the private sector, 2.7%.

On a jurisdiction basis, wage adjustments ranged from a low of 2.5% in New Brunswick, to a high of 6.2% in Saskatchewan (a single agreement with the Saskatchewan Association of Health Organizations). The largest concentration of agreements (30.8%) and employees (38.8%) was in Alberta, where wage adjustments averaged 5.3%. The second largest concentration of agreements (29.2%) and employees (18.4%) was in Ontario where wage adjustments averaged 2.9%. In British Columbia, wage gains averaged 2.6%. In the federal jurisdiction, wage adjustments averaged 3.3%: Saskatchewan Wheat Pool at 4.6% and TELUS Communications in Quebec at 1.6%. Regional differences in wage settlements have emerged with the jurisdictions of Alberta and Saskatchewan, exerting

upward pressure on the aggregate wage figure. Downward pressure on the private-sector figure originated, in large part, from the manufacturing, retail trade, and hospitality sectors based mainly in Ontario and Quebec.

On an industry basis, wage adjustments ranged from a low of 1.6% in the information and culture sector to a high of 4.6% in the education, health, and social services sector. The second lowest average adjustment was in the entertainment and hospitality sector, at 2.3%. The second largest average adjustment was in the utilities sector, at 3.5%. The largest concentration of agreements (55.4%) and employees (66.7%) was in the education, health, and social services sector.

In the third quarter 2008, 28.9% of employees received wage adjustments in the 2.0 to 2.9% range; 22.4% of employees received adjustments in the 3.0 to 3.9% range; 28.6% of employees received adjustments in the 4.0 to 4.9% range; and 17.5% of employees received adjustments of 5.0% or more. Only 2.6% of employees received a wage adjustment less than 2.0% (of which 0.5% was subject to a wage freeze). In the private sector, the majority of employees (62.8%) received wage adjustments ranging from 2.0 to 2.9%; in the public sector, a majority of employees (57.9%) received wage adjustments in the 3.0 to 4.9% range.

Wage adjustments for the first three quarters of 2008 (January through September) averaged 3.2%, resulting from 198 agreements covering 468,420 employees. Public-sector wage adjustments in this time period averaged 3.5% and private-sector adjustments averaged 2.6%.

## Average Annual Percentage Wage Adjustments by Quarter

| | 2007 | 2008 | | |
|---|---|---|---|---|
| | 4th | 1st | 2nd | 3rd |
| **Sectors** | | | | |
| Public Sector | 3.4 | 3.2 | 3.0 | 4.4 |
| Private Sector | 3.2 | 3.9 | 1.8 | 2.8 |
| **All Industries/Jurisdictions** | | | | |
| Average Annual Adjustment | 3.4 | 3.4 | 2.4 | 4.0 |
| Non-COLA | 3.4 | 3.3 | 2.7 | 4.0 |
| COLA | 3.5 | 5.1 | 1.4 | 3.1 |
| | | | | |
| First-Year Adjustment | 4.0 | 3.3 | 2.3 | 5.3 |
| Non-COLA | 3.9 | 3.2 | 2.9 | 5.3 |
| COLA | 4.8 | 5.6 | 0.5 | 3.3 |

| | 2007 | 2008 | | |
|---|---|---|---|---|
| | 4th | 1st | 2nd | 3rd |
| **Industries** | | | | |
| Primary Industries | - | 4.8 | 3.4 | - |
| Utilities | 4.4 | 3.3 | 2.1 | 3.5 |
| Construction | 3.4 | 5.8 | - | - |
| Manufacturing | 2.8 | 1.1 | 1.1 | 3.1 |
| Wholesale and Retail Trade | - | 4.6 | 1.7 | 2.5 |
| Transportation | 3.1 | 3.2 | 2.9 | 3.2 |
| Information and Culture | 3.4 | 2.0 | 2.1 | 1.6 |
| Finance and Professional Services | 4.2 | 2.0 | 2.9 | - |
| Education, Health, and Social Services | 3.9 | 3.5 | 3.8 | 4.6 |
| Entertainment and Hospitality | 2.5 | - | 1.2 | 2.3 |
| Public Administration | 3.2 | 2.1 | 3.3 | 3.0 |
| **Jurisdictions** | | | | |
| Newfoundland and Labrador | 3.2 | - | 5.0 | - |
| Prince Edward Island | - | 3.0 | - | 3.0 |
| Nova Scotia | 2.9 | 3.5 | 2.9 | - |
| New Brunswick | - | 4.0 | 3.0 | 2.5 |
| Quebec | 3.2 | 2.4 | 2.1 | 2.8 |
| Ontario | 2.9 | 3.0 | 1.8 | 2.9 |
| Manitoba | 3.8 | 4.1 | 3.5 | 3.3 |
| Saskatchewan | 4.2 | 2.3 | - | 6.2 |
| Alberta | 4.4 | 4.0 | 4.7 | 5.3 |
| British Columbia | 2.9 | 3.3 | 3.4 | 2.6 |
| Territories | - | - | 4.4 | - |
| Multiprovince | 2.9 | - | - | - |
| Federal Jurisdiction | 3.3 | 3.4 | 2.6 | 3.3 |

## Average Annual Percentage Wage Adjustments by Year

| | 2005 | 2006 | 2007 | 2008 |
|---|---|---|---|---|
| **Sectors** | | | | |
| Public Sector | 2.3 | 2.6 | 3.4 | 3.5 |
| Private Sector | 2.4 | 2.2 | 3.1 | 2.6 |
| **All Industries/Jurisdictions** | | | | |
| Average Annual Adjustment | 2.3 | 2.5 | 3.3 | 3.2 |
| Non-COLA | 2.3 | 2.5 | 3.3 | 3.4 |
| COLA | 2.5 | 2.7 | 3.4 | 1.9 |
| | | | | |
| First-Year Adjustment | 2.2 | 2.4 | 3.8 | 3.5 |
| Non-COLA | 2.1 | 2.4 | 3.9 | 3.8 |
| COLA | 2.6 | 2.7 | 3.5 | 1.3 |
| **Industries** | | | | |
| Primary Industries | 3.1 | 2.8 | 4.7 | 4.4 |
| Utilities | 2.6 | 2.3 | 3.8 | 2.2 |
| Construction | 2.5 | 3.6 | 3.3 | 5.8 |
| Manufacturing | 2.4 | 2.4 | 2.5 | 1.6 |
| Wholesale and Retail Trade | 2.0 | 1.2 | 2.4 | 2.7 |
| Transportation | 2.9 | 2.1 | 2.7 | 3.1 |
| Information and Culture | 2.5 | 2.5 | 3.0 | 2.0 |
| Finance and Professional Services | 2.3 | 2.5 | 3.5 | 2.9 |
| Education, Health, and Social Services | 2.1 | 2.6 | 3.5 | 4.0 |
| Entertainment and Hospitality | 1.9 | 2.9 | 3.3 | 1.8 |
| Public Administration | 2.5 | 2.8 | 3.5 | 2.7 |
| **Jurisdictions** | | | | |
| Newfoundland and Labrador | 2.0 | 1.7 | 1.6 | 5.0 |
| Prince Edward Island | 2.5 | 2.7 | 2.8 | 3.0 |
| Nova Scotia | 3.3 | 3.2 | 3.0 | 3.4 |
| New Brunswick | 3.1 | 3.0 | 2.5 | 2.7 |

| | 2005 | 2006 | 2007 | 2008 |
|---|---|---|---|---|
| Quebec | 1.6 | 2.0 | 3.2 | 2.4 |
| Ontario | 2.7 | 2.5 | 3.0 | 2.4 |
| Manitoba | 2.9 | 2.6 | 3.0 | 3.8 |
| Saskatchewan | 2.0 | 2.1 | 4.1 | 6.0 |
| Alberta | 3.0 | 3.4 | 4.9 | 4.7 |
| British Columbia | 0.5 | 2.5 | 3.0 | 2.7 |
| Territories | 3.0 | 3.1 | 3.0 | 4.4 |
| Multiprovince | 4.9 | 3.8 | 4.0 | - |
| Federal Jurisdiction | 2.6 | 2.3 | 2.9 | 2.9 |

***Note:*** *Data for 2008 cover the months of January through September.*

## Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective since 1988

| Year | Public | Private | Both Sectors |
|---|---|---|---|
| **1988** | 4.0 | 5.0 | 4.4 |
| **1989** | 5.2 | 5.2 | 5.2 |
| **1990** | 5.6 | 5.7 | 5.6 |
| **1991** | 3.4 | 4.4 | 3.6 |
| **1992** | 2.0 | 2.6 | 2.1 |
| **1993** | 0.6 | 0.8 | 0.7 |
| **1994** | -0.0 | 1.2 | 0.3 |
| **1995** | 0.6 | 1.4 | 0.9 |
| **1996** | 0.5 | 1.7 | 0.9 |
| **1997** | 1.1 | 1.8 | 1.4 |
| **1998** | 1.6 | 1.8 | 1.7 |
| **1999** | 1.9 | 2.7 | 2.2 |
| **2000** | 2.5 | 2.4 | 2.5 |
| **2001** | 3.4 | 3.0 | 3.3 |
| **2002** | 2.9 | 2.6 | 2.8 |

| Year | Public | Private | Both Sectors |
|---|---|---|---|
| **2003** | 2.9 | 1.2 | 2.5 |
| **2004** | 1.4 | 2.3 | 1.8 |
| **2005** | 2.3 | 2.4 | 2.3 |
| **2006** | 2.6 | 2.2 | 2.5 |
| **2007** | 3.4 | 3.1 | 3.3 |
| **2008** | 3.5 | 2.6 | 3.2 |

***Note:*** *Data for 2008 cover the months of January through September.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

***OTHER DETAILED TABLES***

Other detailed tables (PDF format, 325kb) include data on the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private, jurisdictions, and industries.

## Major Settlements Reached in September 2008

| Industry, Employer, Location<br>Union, Occupation | No. of Empls. | Avg. Ann.% Adj.<br>*COLA | Duration (months) | Expiry Date |
|---|---|---|---|---|
| **Manufacturing** | | | | |
| VALE Inco Limited<br>Thompson, Manitoba<br>United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC)<br>mine employees; smelting and refinery employees | 1,290 | 3.8* | 36.0 | Sep 15, 2011 |
| **1 agreement** | **1,290** | **3.8** | **36.0** | |

| Industry, Employer, Location<br>Union, Occupation | No. of Empls. | Avg. Ann.% Adj.<br>*COLA | Duration (months) | Expiry Date |
|---|---|---|---|---|
| **Wholesale and Retail Trade** | | | | |
| Overwaitea Foods/Save-On-Foods<br>province-wide, British Columbia<br>United Food and Commercial Workers Canada (CtW/CLC)<br>retail employees | 900 | 2.6 | 60.1 | Mar 31, 2013 |
| **1 agreement** | **900** | **2.6** | **60.0** | |
| **Transportation** | | | | |
| Viterra Inc.<br>province-wide, Saskatchewan<br>Grain Services Union (CLC)<br>grain elevator employees | 650 | 4.6 | 57.0 | Oct 31, 2012 |
| **1 agreement** | **650** | **4.6** | **57.0** | |
| **Information and Culture** | | | | |
| TELUS Communications (Québec) Inc.<br>province-wide, Quebec<br>Canadian Union of Public Employees (CLC)<br>supervisors; professional employees | 510 | 1.6 | 57.0 | Dec 31, 2011 |
| **1 agreement** | **510** | **1.6** | **57.0** | |
| **Education, Health, and Social Services** | | | | |
| Black Gold Regional Division No. 18<br>Nisku, Alberta<br>Alberta Teachers' Association (Independent-natl.)<br>elementary and secondary teachers | 550 | 4.5 | 12.0 | Aug 31, 2012 |
| Calgary Roman Catholic Separate School District No. 1<br>Calgary, Alberta<br>Alberta Teachers' Association (Independent-natl.)<br>elementary and secondary teachers | 2,780 | 4.5 | 12.0 | Aug 31, 2012 |
| Calgary Roman Catholic Separate School District No. 1<br>Calgary, Alberta<br>Communications, Energy and Paperworkers Union of Canada (CLC)<br>support employees | 1,450 | 4.5 | 12.0 | Aug 31, 2010 |

| Industry, Employer, Location<br>Union, Occupation | No. of Empls. | Avg. Ann.% Adj.<br>*COLA | Duration (months) | Expiry Date |
|---|---|---|---|---|
| Calgary School District No. 19<br>Calgary, Alberta<br>Alberta Teachers' Association (Independent-natl.)<br>elementary and secondary teachers | 6,480 | 4.5 | 12.0 | Aug 31, 2012 |
| Chinook's Edge School Division No. 73<br>Red Deer, Alberta; and Mountain View County, Alberta<br>Alberta Teachers' Association (Independent-natl.)<br>elementary and secondary teachers | 630 | 4.5 | 12.0 | Aug 31, 2012 |
| Deer Lodge Centre, Inc.<br>Winnipeg, Manitoba<br>Public Service Alliance of Canada (CLC)<br>non-medical employees; office employees; technical employees | 570 | 2.9 | 48.0 | Mar 31, 2012 |
| Dufferin-Peel Catholic District School Board<br>Mississauga and area, Ontario<br>Ontario English Catholic Teachers' Association (CLC)<br>secondary teachers | 1,930 | 3.0 | 48.0 | Aug 31, 2012 |
| Edmonton Catholic Separate School District No. 7<br>Edmonton, Alberta<br>Alberta Teachers' Association (Independent-natl.)<br>elementary and secondary teachers | 2,020 | 4.5 | 12.0 | Aug 31, 2012 |
| Edmonton School District No. 7<br>Edmonton, Alberta<br>Alberta Teachers' Association (Independent-natl.)<br>elementary and secondary teachers | 4,930 | 4.5 | 12.0 | Aug 31, 2012 |
| Elk Island Public Schools Regional Division No. 14<br>Elk Island, Alberta<br>Alberta Teachers' Association (Independent-natl.)<br>elementary and secondary teachers | 1,010 | 4.5 | 11.0 | Aug 31, 2012 |
| Lethbridge School District No. 51<br>Lethbridge, Alberta<br>Alberta Teachers' Association (Independent-natl.)<br>elementary and secondary teachers | 500 | 4.5 | 12.0 | Aug 31, 2012 |
| Parkland School Division No. 70<br>Stony Plain, Alberta<br>Alberta Teachers' Association (Independent-natl.)<br>elementary and secondary teachers | 540 | 4.5 | 12.0 | Aug 31, 2012 |

| Industry, Employer, Location<br>Union, Occupation | No. of Empls. | Avg. Ann.% Adj.<br>*COLA | Duration (months) | Expiry Date |
|---|---|---|---|---|
| Red Deer Public School District No. 104<br>Red Deer, Alberta<br>Alberta Teachers' Association (Independent-natl.)<br>elementary and secondary teachers | 570 | 4.5 | 12.0 | Aug 31, 2012 |
| Rocky View School Division No. 41<br>Rocky View, Alberta<br>Alberta Teachers' Association(Independent-natl.)<br>elementary and secondary teachers | 930 | 4.5 | 12.0 | Aug 31, 2012 |
| University of Toronto<br>Toronto, Ontario<br>United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union (AFL-CIO/CLC)<br>administrative services employees | 4,000 | 3.2 | 36.0 | Jun 30, 2011 |
| Wellington Catholic District School Board<br>Guelph, Ontario<br>Ontario English Catholic Teachers' Association (CLC)<br>elementary and secondary teachers | 510 | 3.0 | 48.0 | Aug 31, 2012 |
| Wolf Creek School Division No. 72<br>Ponoka, Alberta<br>Alberta Teachers' Association (Independent-natl.)<br>elementary and secondary teachers | 500 | 4.5 | 12.0 | Aug 31, 2012 |
| York University<br>Toronto, Ontario<br>York University Staff Association (CCU)<br>office employees; technical employees | 1,400 | 3.1 | 36.0 | Jul 31, 2011 |
| **18 agreements** | **31,300** | **4.1** | **19.6** | |
| **Public Administration** | | | | |
| City of Ottawa<br>Ottawa, Ontario<br>International Association of Fire Fighters (AFL-CIO/CLC)<br>firefighters | 800 | 3.4 | 60.0 | Dec 31, 2008 |
| Ottawa Police Services Board<br>Ottawa, Ontario<br>Ottawa Police Association (Independent-local)<br>office employees | 560 | 3.2 | 36.0 | Dec 31, 2010 |

| Industry, Employer, Location<br>Union, Occupation | No. of Empls. | Avg. Ann.% Adj.<br>*COLA | Duration (months) | Expiry Date |
|---|---|---|---|---|
| Ottawa Police Services Board<br>Ottawa, Ontario<br>Ottawa Police Association (Independent-local)<br>police officers | 1,290 | 3.2 | 36.0 | Dec 31, 2010 |
| **3 agreements** | **2,650** | **3.3** | **43.3** | |
| | | | | |
| **Agreements with COLA - 1 agreement** | **1,290** | **3.8** | **36.0** | |
| **Agreements without COLA - 24 agreements** | **36,010** | **4.0** | **23.5** | |
| **All Agreements - 25 agreements** | **37,300** | **4.0** | **24.0** | |

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please view the *Technical Notes* (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

## Current and Upcoming Key Negotiations

### Covering 500 or more employees

| Employer | Union | Employees | Status* | Expiry Month |
|---|---|---|---|---|
| **Federal Jurisdiction** | | | | |
| **Public Sector** | | | | |
| Government of Canada | Various unions | 159,350 | ARB/MED/B | Sep 06–Jun 08 |
| Canada Revenue Agency | PIPSC | 10,440 | ARB | Oct 07 |
| Canada Border Services Agency | PSAC | 8,490 | B | Jun 07 |
| Canadian Food Inspection Agency | PIPSC/PSAC | 5,490 | B/ARB | Jun 07/May 08 |
| Parks Canada | PSAC | 4,320 | MED | Aug 07 |
| National Research Council of Canada | PIPSC/RCEA | 3,530 | B | Mar 07/Apr 08 |
| City of Ottawa - OC Transpo | ATU | 2,000 | MED | Mar 08 |
| Marine Atlantic | CAW Canada | 780 | TENT | Dec 07 |

| Employer | Union | Employees | Status* | Expiry Month |
|---|---|---|---|---|
| **Private Sector** | | | | |
| Bell Canada (Ont. and Que.) | CEP | 1,430 | B | Nov/Dec 08 |
| Greyhound Canada Transportation Group | ATU | 1,050 | B | Dec 08 |
| **Provincial and Territorial Jurisdictions** | | | | |
| **Public Sector** | | | | |
| Ontario Boards of Education | ETFO/OSSTF | 101,790 | B | Aug 08 |
| Government of Ontario | OPSEU/OPP | 52,030 | B | Dec 08 |
| Ontario Boards of Education | CUPE | 31,510 | B | Aug/Dec 08 |
| Saskatchewan Association of Health Organizations | CUPE/SEIU/SGEU | 24,800 | B | Mar 08 |
| Ontario Catholic District School Boards | OECTA | 23,250 | B/TENT | Aug 08 |
| City of Montréal | Various unions | 15,350 | B/ARB | Dec 06 |
| Government of Newfoundland and Labrador | NAPE | 14,185 | B | Mar 08 |
| Regional Health Authorities of Manitoba | CUPE | 11,000 | B | Mar 08 |
| Government of Nova Scotia | Teachers | 10,500 | B | Jul 08 |
| Government of New Brunswick | Teachers | 7,280 | B | Feb 08 |
| Government of Newfoundland and Labrador | Teachers | 7,000 | B | Aug 08 |
| Government of Newfoundland and Labrador | Nurses | 4,800 | CO | Jun 08 |
| City of Québec | Various unions | 4,530 | B/ARB | Dec 06 |
| Government of New Brunswick | Nurses | 4,390 | B | Dec 07 |
| University of Toronto | CUPE | 4,040 | B | Apr 08 |
| Conseils scolaires catholiques de langue française | Association des enseignantes et enseignants franco-ontariens | 3,400 | B | Aug 08 |
| York University | CUPE | 3,350 | WS | Aug 08 |
| Council of Academic Hospitals of Ontario | Professional Association of Internes and Residents of Ontario | 3,100 | B | Jun 08 |
| Canadian Red Cross - Community Health Services (Ont.) | SEIU | 3,000 | B | Jul 08 |

| Employer | Union | Employees | Status* | Expiry Month |
|---|---|---|---|---|
| Société de transport de Montréal | CSN | 2,200 | CO | Jan 07 |
| Hydro-Québec | Engineers | 1,490 | B | Dec 08 |
| Prince Edward Island Department of Health | Nurses | 1,200 | CO | Mar 08 |
| City of Winnipeg | Firefighters | 880 | ARB | Dec 07 |
| Lear Canada | CAW Canada | 740 | CO | Nov 08 |
| **Private Sector** | | | | |
| Catalyst Paper Corp. (B.C.) | CEP | 2,100 | B | Apr 08 |

* ARB - Arbitration
B - Bargaining
B/WS - Bargaining after work stoppage
CO - Conciliation
MED - Mediation
M/WS - Mediation after work stoppage
PAB - Post-arbitration bargaining
PCB - Post-conciliation bargaining
PMB - Post-mediation bargaining
TENT - Tentative settlement
WS - Work stoppage

**Upcoming Key Negotiations**

| Employer | Union | Employees | Expiry Month |
|---|---|---|---|
| City of Toronto | CUPE | 29,100 | Dec 08 |
| City of Ottawa | CUPE/CIPP | 10,140 | Dec 08 |
| City of Edmonton | Various unions | 8,400 | Dec 08 |
| City of Calgary | CUPE/Police | 6,780 | Jan 09 |
| Ispat Sidbec Ltd. | Steelworkers | 1,920 | Jan 09 |
| ATCO Gas (Alta.) | Natural Gas Employees' Association | 1,840 | Dec 08 |
| Cargill Ltd. (Alta.) | UFCW | 1,700 | Dec 08 |
| Canadian National Railway Company | Various unions | 1,690 | Dec 08 |
| No Frills Franchise Stores | CAW Canada | 1,500 | Jan 09 |
| Toronto Hydro | CUPE | 1,270 | Jan 09 |
| Hudson Bay Mining and Smelting Co., Limited (Man.) | Various unions | 1,245 | Dec 08 |
| Simcoe County District School Board | OPSEU | 1,190 | Dec 08 |
| Cara Operations Ltd. | Teamsters | 1,140 | Jan 09 |
| Halifax Regional Municipality | CUPE/NSUPE | 1,130 | Oct 08 |
| Maritime Employers Association | CUPE | 830 | Dec 08 |

# Major Work Stoppages

Involving 500 or more employees, from **October 17 to November 6, 2008.**

An updated weekly report and a full year-to-date listing are available at Major Work Stoppages.

| **Employer, Location, Union and Employees** | **Issues** | **Starting** | **Ending** |
|---|---|---|---|
| York University<br>Toronto, Ontario<br>Canadian Union of Public Employees<br>3,350 professors and teaching assistants | Wages, working conditions, and benefits | Nov 6/2008 | |
| Université Laval<br>Québec, Quebec<br>Syndicat des professeurs et professeures de l'Université Laval<br>1,190 professors | Wages | Oct 20/2008 | Oct 20/2008 |
| Xstrata Copper, Kidd Metallurgical Site<br>Timmins, Ontario<br>National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada)<br>650 mining employees | Not available | Oct 1/2008 | Nov 6/2008 |
| Winnipeg Free Press<br>Winnipeg, Manitoba<br>Communications, Energy and Paperworkers Union of Canada<br>600 inside employees and carriers | Wages | Oct 13/2008 | Oct 29/2008 |
| Fairmont Queen Elizabeth Hotel, Canadian Pacific Hotels Corporation<br>Montréal, Quebec<br>Fédération du commerce inc. (CSN)<br>600 hotel employees | Wages, working conditions, and benefits | Aug 28/2008<br>Aug 5/2008 | Aug 6/2008 |
| Potash Corporation of Saskatchewan Inc.<br>Patience Lake, Allan, and Cory, Saskatchewan<br>United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers Intl. Union<br>500 mining employees | Wages | Aug 7/2008 | |

## Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update
- Innovative Work Practices—3rd Quarter 2008

## For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can be updated on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

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